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ABSTRACT

During its second year, Maryland's Employment Initiatives (EI) program continued to help Aid for Dependent Children applicants and recipients obtain unsubsidized employment. It provided employment and training opportunities to Work Incentive Demonstration Program participants at two sites: Baltimore City (OPTIONS) and Wicomico County (Basic Employment Training or BET). Program components included remedial education, skills training, welfare grant diversion funded on-the-job training, work experience, and job search assistance. Primary emphases were training, financial incentives, and supportive services. Funds from the Department of Social Services (DSS), the Job Training Partnership Act Agency, and Department of Human Resources continued to be pooled to maximize available resources. Major changes in the OPTIONS project were that the OPTIONS II program model became operational and job search assistance was expanded. BET's major change was administrative; emphasis on training for clients who did not find employment was increased. To expand EI into new areas, funds were awarded to the DSS's in Allegany, Anne Arundel, Dorchester, and Frederick Counties and the Harford County Commission on Women to operate EI projects. A newly established Office of Welfare Employment Policy was charged with overseeing EI projects. (Appendixes include selected baseline characteristics of EI clients, descriptions of expanded EI projects, and placement data.) (YLB)

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Employment Initiatives

Second Year Report

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Maryland Department of Human Resources
Office of Welfare Employment Policy
December 1984

CE045220

The Employment Initiatives Program

Second Year Report

Maryland Department of Human Resources
Office of Welfare Employment Policy
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INTRODUCTION

Program Summary

The goal of the Department of Human Resources' Employment Initiatives (EI) Program continues to be to assist AFDC applicants and recipients obtain and maintain unsubsidized employment. The Department's Employment Initiatives Program contributes to the economic self-sufficiency of welfare clients, and enables taxpayers to realize reductions in public assistance costs. The Employment Initiatives achieves its goal by providing employment and training opportunities to participants in the Work Incentive Demonstration (WIN) Program. A variety of program components including remedial education, skills training, welfare grant diversion funded on-the-job training, work experience and job search assistance are available to clients and tailored to their specific needs.

The primary program emphases of the Employment Initiatives is on:

- o Training in both substantive job skills and in the process of looking for a job,
- o Financial incentives to clients to participate in the program, and to employers to hire clients,
- o Supportive services, such as child care and transportation, to enable clients to look for and take jobs.

The Employment Initiatives operates as part of Maryland's Work Incentive (WIN) Demonstration program, as authorized under Section 445 of the Social Security Act. Under this authority, Maryland exercises greater discretion than in the past in providing employment and training services to welfare clients. This flexibility is further enhanced by certain waivers granted by the federal government to provisions of Title IVA of the Social Security Act, the federal statute governing the Aid to Families with Dependent Children (AFDC) program.

The Employment Initiatives began client in-take in October 1982 in two jurisdictions: Baltimore City (OPTIONS) and Wicomico County (BET).

In order to maximize limited financial and staff resources, various agencies in each project site, including the Department of Social Services, the Job Training Partnership Act (JTPA) Agency and the Department of Human Resources combined their resources and expertise to plan and manage the Employment Initiatives. During its second operational year, funds continued to be pooled to maximize the resources available for employment and training related services.

Finally, Federal law requires that the participation requirements applicable to the WIN program under existing rules apply to the Employment Initiatives. Thus, clients who would be exempt from WIN under existing rules, (for example, because they have a child under 6 or a disability), are exempt from mandatory participation in the Employment Initiatives. Other clients are not required to actively participate if they can show good cause for not participating, such as medical problems, lack of child care or transportation. In addition, clients who are volunteers are served. Every effort is made by project staff to provide counseling and support to enable clients to overcome barriers to participation.

Client Characteristics

In developing and operating any human services program, knowledge of client characteristics is a key factor in program success. Available data from the on-going evaluation of the Employment Initiatives indicates that there are some significant differences between the Baltimore City (OPTIONS) and Wicomico County (BET) clients.

For example, four-fifths of the Baltimore sample members were women; roughly two-thirds were black and one-third white. Half of the sample had previously received AFDC assistance for two years or more, while only one-seventh were new to the AFDC rolls. Only half had held jobs during the two years prior to random assignment.

In Wicomico County, by contrast, a third of the sample members were men, and almost half (47 percent) were white. Over a quarter (27 percent) had never received AFDC previously, and 71 percent had held employment during the two years before sample entry. Overall, then, Wicomico enrollees were more likely to be white and male, to have worked more recently, and to have received AFDC for a briefer time span than their Baltimore counterparts.

In both sites, clients were about evenly distributed between applicants and recipients. Educational attainment was slightly higher in Baltimore, but in both areas clients had, on average, completed less than 10 and one-half years of schooling. (See Appendix A)

Program Components

An important activity for Employment Initiatives clients is development of the employability plan. This plan is developed jointly by project staff and each client, based on an assessment of the client's employment potential and supportive service needs. The goal of the employability plan is to assist the client to attain employment by setting forth goals and actions. The plan is signed by

the client as well as project staff, to indicate that it represents the agreement of both parties. Development of the employability plan is one of the first client activities.

The employability plan calls for the participation of the client in one or more of the following components:

1. Job Search Assistance (JSA)

The purpose of the JSA component is to train relatively job-ready participants in the techniques of finding a job and to supervise the actual job search. Job Search Assistance is conducted in groups in a classroom type setting. As a general rule, all participants take part in JSA at some stage of their involvement in the Employment Initiatives, unless they find employment before referral to JSA. Those who are relatively skilled may participate in JSA as one of the first components of their employability plan. Others may participate in JSA after completing other components where they have been able to improve their job skills.

In the Wicomico Basic Employment Training Project (BET), JSA combined with Pre-employment Training (PET) is the first activity for all clients. Other program components then follow. The employability plan is developed during the clients participation in JSA. In the Baltimore City Project (OPTIONS), there is no fixed sequence to the provision of job search assistance or the other program components.

2. Grant Diversion

Grant Diversion is available for participants who are relatively job-ready. This component is similar to the existing On-the-Job Training (OJT) Programs administered by both WIN and JTPA with one major difference; the primary source of the subsidy provided to an employer is AFDC grant funds. To implement Grant Diversion for a client the project staff contracts with an employer to hire a participant as a regular employee. The participant is paid at the prevailing wage by the employer, and enjoys the rights and benefits of other employees in similar jobs. The employer receives a subsidy equal to 50% of the client's wage. The duration of the subsidy varies according to the difficulty of the skill level of the job filled by the participant.

Normally, upon being hired for a job, a recipient loses all or part of his/her grant, depending upon grant and wage levels and the various income disregards that apply to the determination of the client's eligibility for, and the amount of, an AFDC grant. Under Grant Diversion, the recipient is

treated no differently than any other working AFDC recipient; consequently, the portion of the grant paid to him/her is reduced according to existing procedures. The difference between the new grant level and the grant level in effect immediately prior to the recipient's entry into the Grant Diversion program is the financial source for the wage subsidy to the employer.

Maryland was one of the first states to receive the federal waivers necessary to operate Grant Diversion. At this time, only seven other states have obtained such waivers.

3. Public Sector Work Experience

Some participants need to develop, not just specific job skills, but work habits and a work history in order to improve their employment prospects. Such participants are candidates for Public Sector Work Experience. In this component participants are placed with public or private non-profit agencies for 13 weeks in order to develop basic job skills, work habits, a work history, and a source of references. With staff approval, clients may elect to extend their Work Experience participation to 26 weeks.

4. Occupational and Remedial Training

Project staff work with various education and training agencies, including JTPA agencies, community colleges, and local education agencies, to develop training slots for clients. Training is available in specific occupational skills, or in basic remedial skills. Training tailored to an employer's specific needs is also available.

SUMMARY OF SECOND YEAR PROGRAM ACTIVITY

OPTIONS (Baltimore City)

There were two major changes in the OPTIONS (Baltimore City) Project during the second program year:

1. The OPTIONS II program model became operational; and,

2. Job Search Assistance was expanded from a three week to a two month activity.

1. OPTIONS II Program Model

The OPTIONS II model was implemented in April 1984. The goal of the OPTIONS II model was to increase the efficiency of OPTIONS so that the Office of Manpower Resources would be able to focus on the employment and training needs of clients. OPTIONS II also increased the involvement of the Baltimore City Department of Social Services in identifying, assessing and preparing clients for training and employment activities. In the new OPTIONS II model, clients are registered for WIN and assessed for their ability to participate in employment and training by the Department of Social Services prior to being referred to the Office of Manpower Resources for services. The first level screen is administered by Income Maintenance workers. Once a client is determined to be WIN mandatory or volunteers to participate in WIN, he/she is asked a series of questions. Clients who are students, part-time employees, in a training program leading to employment, pregnant or illiterate are screened out and placed in a holding category. They are, however, regularly re-evaluated. Clients not screened out are sent to the Social Services Intake Unit for a second level screen which evaluates their service needs. It is here that child care arrangements, transportation and other support services are made prior to sending the client to the manpower office for employment related services.

2. Job Search Assistance

Job Search Assistance was expanded from 3 weeks of group job search to a 2 month activity emphasizing motivational factors for obtaining and keeping a job in addition to the group search activities. This change was necessitated by the fact that clients needed more than job search assistance to prepare them for employment. The change has resulted in increased participation in job

search assistance and more placements from this component activity.

BET (Wicomico County)

The major change in BET in 1984 was administrative. In its first operational year BET was managed by the Department of Human Resources Training and Employment Office, the CETA Balance of State Prime Sponsor. In 1984 BET was operated by the Office of Welfare Employment Policy of the Department of Human Resources.

The only programmatic change was an increased emphasis on training for clients who did not find employment after participating in Job Search Assistance. Funding for training was made available through the Lower Shore Private Industry Council, the local JTPA agency.

Expansion of Employment Initiatives Program

In 1984, the Department of Human Resources made plans to expand the Employment Initiatives program into new areas. Local Departments of Social Services joined with local education and employment and training agencies to develop proposals incorporating joint planning, funding and decision-making. The goal of each proposal was to target a particular group of AFDC recipients in the local area and to help those AFDC recipients to obtain and maintain unsubsidized employment. DHR received proposals from throughout the state.

Major components of each of the successful expanded projects include training, financial incentives and supportive services. Funds were awarded to the Departments of Social Services in Allegany, Anne Arundel, Dorchester and Frederick Counties and the Harford County Commission on Women to operate the expanded Employment Initiatives projects. Projects began October 1, 1984.

Approximately 500 client volunteers were expected to be served by the new programs. Each of the new projects focused on a specific population in need of employment and training services. For detailed information on each of these expanded projects see Appendix B.

SUMMARY OF SECOND YEAR CLIENT ACTIVITY

Cumulative Client Activity

From the beginning of the Employment Initiative Projects in the Fall of 1982 through September 1984, the Active Participant Placement rate for the Employment Initiatives Projects was 59%. There were 906 placements. There were 503 placements in Baltimore City, and in Wicomico County 403. (Appendix C) The average wage in Baltimore City was $4.25 an hour and $4.06 in Wicomico. A special study to ascertain the retention rate for Employment Initiatives participants will be undertaken in early 1985.

OPTIONS (Baltimore City)

During FY 1984, 1370 clients were registered into the OPTIONS Program. Of those registered, 528 clients actively participated in an OPTIONS program component. The following chart shows the activities in which clients participated:

	OPTIONS Participants*	Percent of Active Participants (528)	Percent of Registrants (1370)
Work Experience	250	47%	18%
Pre-Employment Training (PET)	257	49%	19%
Job Search Assistance	441	84%	32%
Individual Job Search	372	70%	27%
Remedial Education	77	15%	6%
Skills Training	47	9%	3%
Grant Diversion/OJT	46	9%	3%

During its second operational year 380 OPTIONS clients entered employment.

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*The sum of this column is greater than the number of active participants since clients frequently participate in more than one activity.

The average wage for all placements during FFY 1984 was $4.29. The average wage for the jobs women found was $4.01 compared with $5.17 for the men. OPTIONS placed 89 men and 291 women into jobs during 1984.

BET (Wicomico County)

During its second operational year there were 369 clients registered in BET. Of these 369 clients, 189 or 51% actively participated in a component activity. By the end of September 1984, active BET clients had participated in the following activities:

	Number*	Percent of Active Participants (189)	Percent of Registrants (369)
Job Search Assistance (JSA/PET)	171	90%	46%
Job Practice Work Experience	57	30%	15%
Remedial Education	51	27%	14%
OJT (Grant Diversion)	33	17%	9%
Skills Training	48	25%	13%

There were 209 BET clients who became employed during fiscal year 1984. Of these 209 placements, 140 attended the three week BET job search assistance and pre-employment training class. An additional 32 placements were made to clients who participated in JSA in a prior year. The other 37 placements occurred after registration and employment counseling. The average wage for placements to BET class graduates was $4.04 an hour. The average wage for women was $3.92 and for men $4.46.

Grant Diversion Funded On-The-Job Training

1. OPTIONS OJT

During its second operational year, 46 OPTIONS clients were placed in OJT positions: 13 males and 33 females. The average length of the OJT contract was 4½ months. The average

*The sum of this column is greater than the number of active participants since clients frequently participate in more than one activity.

training wage was $4.32 for males and $4.16 for females. The wage at completion of the OJT when the job becomes unsubsidized was $4.71 for males and $4.51 for females. (See Appendix D)

2. BET OJT

A total of 33 BET clients were placed in OJT during FFY 1984: 8 males and 25 females. The average length of the training period was slightly over 2 months. The average training for the males was $4.41 and for the females $4.06. In Wicomico County, there was no difference between the training and completed wage. (See Appendix E)

NOTE: The concept of prevailing wage in a geographic area is important. Wage rates differ between the two Employment Initiatives sites, urban Baltimore City and the rural Wicomico County. For example, in a recent publication Opportunities for Technology Based Manufacturing in Maryland the Department of Economic and Community Development (DECD) indicated that prevailing wages for certain jobs on the Eastern Shore "are among the lowest in the country."

EVALUATIONS AND SPECIAL STUDIES

Evaluations

1. Manpower Demonstration Research Corporation (MDRC)

MDRC is conducting an evaluation of the Employment Initiatives under a contract with the Department. The first of two major research reports was released in February 1984. This report entitled Interim Findings from the Maryland Employment Initiatives Program provided the following preliminary results:

- The projects were smoothly implemented, without major administrative or other obstacles.
- Despite differences in program design, the two programs (OPTIONS and BET) achieved substantial participation.
- Job search and work experience were the most important components in both programs.
- Work experience jobs were viewed as important rather than "make work," and as intermediate in the complexity of the tasks involved, but they did not lead to substantial skills development since most clients possessed the requisite skills before they began their work experience assignments.

2. Health and Human Services/Office of Family Assistance

The HHS/Office of Family Assistance produced a draft First-Year Report regarding the Employment Initiatives. A major finding was that the program operated efficiently "as evidenced by increased unsubsidized employment per staff and lower federal dollars expended per entered employment." The draft report further stated that the EI had "taken advantage of the flexibility allowed under the WIN Demonstration to experiment with pooling staff and resources from several agencies to maximize entered employments." The BET project was singled-out as exhibiting "encouraging results" compared to the prior year under the WIN program.

3. Special Study -- Barriers to Employment

The Office of Welfare Employment Policy conducted a study of barriers to employment for WIN mandatory welfare recipients. A sample of 122 OPTIONS clients was interviewed by students at the University of Maryland School of Social Work during the fall, 1983. Respondents were asked a series of questions relating to their employment and barriers to employment.

Results suggest that both situational problems such as transportation and child care and program induced barriers to employment contribute to welfare dependency. The data show clients to be cognizent of the trade offs that must be considered when choosing employment over welfare. Thus, although 66 percent of the clients asked would reject a minimum wage job providing no fringe benefits with no welfare benefits, 86 percent said they would accept a $5.00 an hour job with health insurance but no welfare grant, food stamps or medical assistance. The job characteristic most frequently identified by respondents as the most important factor in job selection was permanence. A distant second and third were wages and chances for advancement. Responses from the child care questions suggest that for a small minority of the sample child care is a significant barrier to employment.

The study concludes that welfare recipients are willing to work if the job provides a degree of security (permanence), some benefits and at least minimum wage. A copy of the full report is available upon request.

FUTURE DIRECTIONS

Based on the Department's number one goal of promoting self-support/employment for as many DHR clients as are able to be trained of to find work, Secretary Massinga proposed - and the Governor and the Legislature approved - the establishment of an Office of Welfare Employment Policy. This new Office reports directly to the Secretary, DHR.

The expanded purposes of the Office of Welfare Employment Policy are:

- o to develop DHR's capacity to prepare its clients for economic self-support and employment;
- o to review and analyze existing programs, to identify barriers to self-support, and to recommend changes to remove the barriers;
- o to provide oversight to the Department's Employment Initiatives projects and the state's WIN Demonstration program; and
- o to work at the state level for greater participation by DHR clients in employment and training and economic development systems.

During the year ahead, the Office of Welfare Employment Policy will continue to closely monitor the original Employment Initiatives projects in Baltimore and Wicomico as well as the five new projects in Allegany, Anne Arundel, Dorchester, Frederick and Harford Counties. Through close monitoring, not only will the effectiveness and efficiency of the projects be assured, but the Department will be better able to ascertain the factors that are most effective in assisting DHR clients to move toward self-support and self-sufficiency. Furthermore, OWEP will explore funding further Employment Initiatives project expansion.

Moving beyond traditional job training activities, the Office of Welfare Employment Policy will explore other means which might lead to client self-sufficiency, such as entrepreneurial activities. The office will also emphasize staff training. Several training courses are planned in such areas as Job Search Assistance and Labor Market Assessment.

Finally, the office will continue to explore with other states and national organizations such as the American Public Welfare Association, the Council of State Planning Agencies, and the National Governors Association, how best to make a positive contribution to client economic independence.

From Manpower Development Research Corporation

Interim Report (February 1984)

SELECTED BASELINE CHARACTERISTICS
OF THE STUDY SAMPLE, BY SITE

Characteristic	Baltimore	Wicomico County	Both Sites
Age (%):			
Less Than 25 Years	21.0	26.6	23.0
25 to 34 Years	53.6	50.6	52.5
35 to 44 Years	18.6	18.0	18.4
45 to 69 Years	6.7	4.9	6.1
Average Age (Years)	31	29	30
Sex (%):			
Male	20.5	33.8	25.4
Female	79.5	66.2	74.6
Assistance Category (%):			
AFDC	86.4	75.4	82.4
AFDC-U	13.6	24.6	17.6
Welfare Status (%):			
Applicant	52.4	53.2	52.7
Recipient	47.6	46.8	47.3
Ethnicity (%):			
White, Non-Hispanic	35.1	46.6	39.3
Black, Non-Hispanic	63.4	52.8	59.5
Hispanic	0.5	0.0	0.3
Other	1.0	0.6	0.8
Degree Received (%):			
None	58.5	59.3	58.8
GED	8.6	11.2	9.6
High School Diploma	32.8	29.5	31.6
Average Highest Grade Completed	10.5	10.3	10.4
Currently in School (%)	13.5	2.0	9.2
Marital Status (%):			
Never Married	36.1	32.7	34.9
Married, Living With Spouse	19.5	25.6	21.7
Married, Not Living With Spouse	29.0	23.9	27.1
Divorced, Widowed	15.3	17.9	16.3

(continued)

Characteristic	Baltimore	Wicomico County	Both Sites
Average Number of Children by Age:			
Less Than Four Years	0.3	0.4	0.4
Four to Five Years	0.1	0.2	0.1
Six to Twelve Years	1.0	0.9	1.0
Thirteen to Eighteen Years	0.5	0.5	0.5
Average Number of Children Under 19 Years	1.9	1.9	1.9
Prior AFDC Dependency (%):			
Never on AFDC	14.7	27.1	19.2
Two Years or Less	36.0	36.2	36.1
More Than Two Years	49.3	36.8	44.7
Average Months on AFDC During Two Year Pre-Application Period	13.1	9.8	11.9
WIN Status (%):			
Mandatory	98.6	87.3	94.5
Exempt - Volunteer	1.4	12.7	5.5
Average Months Unable to Work Due to Medical Problems in Two Year Pre-Application Period	1.2	1.2	1.2
Held a Job at Any Time in the Two Years Prior to Application (%)	52.1	71.4	59.2
Average Months Employed During Two Years Prior to Application	6.5	7.7	7.0
For Longest Job Held in Past Two Years:[c]			
Average Hourly Wage Rate ($)	2.70	3.15	2.87
Average Weekly Hours	18.3	27.5	21.7
Duration of Job (Months)	13.8	10.7	12.6
Total Sample[d]	626	358	984

SOURCE: MDRC Client Information Sheet.

NOTES: Distributions may not add up to exactly 100.0 percent because of rounding.

JURISDICTION: Allegany County

AGENCY: Allegany County DSS

TARGET POPULATION: AFDC-UP Recipients

NUMBER SERVED: 200

GOAL: Successful completion of training for 180 with 72 placements.

PROGRAM MODEL: To provide AFDC-UP recipients access to existing services. Each recipient of AFDC-UP in Allegany County will be contacted to discuss training available at Allegany Community College. Funds will be used to purchase training, counseling and job search services. Two displaced workers will be hired as case managers.

JURISDICTION: Anne Arundel County

AGENCY: Anne Arundel County DSS

TARGET POPULATION: Volunteer AFDC recipients with earnings or a recent work history.

NUMBER SERVED: 100

GOAL: 55 employed

PROGRAM MODEL: Job Search Training for 50 WIN eligible AFDC recipients with previous work experience.
Adult work skills training for 20 WIN eligible AFDC recipients with minimal work experience. Training in basic office skills for 30 WIN eligible AFDC recipients.

JURISDICTION: Dorchester County

AGENCY: Dorchester County DSS

TARGET POPULATION: AFDC teenage mothers between ages of 16 and 21.

NUMBER SERVED: 40

GOAL: 16 obtain unsubsidized employment, 9 obtain GED or skills training, 5 go on to higher education and 10 continue in school.

PROGRAM MODEL: Provide education and training through existing educational facilities in the Dorchester County School System, along with ancillary services such as day care, parenting training, home management assistance and transportation.

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JURISDICTION: Frederick County

AGENCY: Frederick County DSS

TARGET POPULATION: Head of household in two parent AFDC cases and single parents with only one child who have received AFDC for less than twelve months.

NUMBER SERVED: 45 Households

GOAL: 27 Heads of household placed in unsubsidized employment (60%).

PROGRAM MODEL: Provide increased outreach, screening, support and training services to AFDC recipients through use of existing Job Training Agency services. DSS case managers inform the target population of the program, screen clients, arrange for supportive services and refer clients to JTA. There will be a joint intake during which the supportive service and training/employment needs of each participant will be identified. In addition, a three way Individual Service and Employment Plan (I STEP) will be established. There will be 4 JTA Modules for participation, Job Readiness, Pre-Training, Training and Job Search Assistance.

Clients will serve in case aide/clerical positions to provide outreach.

JURISDICTION: Harford County

AGENCY: Harford County Commission for Women

TARGET POPULATION: WIN Registrants

NUMBER SERVED: 300

GOAL: 150 placed in training and/or employment

PROGRAM MODEL: Individualized approach based on the displaced homemaker model, providing ongoing support, human development seminars, career development, job search training and skills training. Clients are screened at DSS. Upon referral to OPEN DOORS intake, assessment and pre-employment training takes place. Necessary support services are provided. Counselor and peer support continue through weekly group meeting and individual counseling. As clients are deemed job ready, specific referral to existing openings are made.

COMPONENT ACTIVITY AS PERCENT OF PLAN -- (October, 1982 - September, 1984)

Baltimore City (OPTIONS)

Category	Planned Level	Actual Level	Percent of Plan
OVERALL			
Enrollments	2175	2547	117%
Job Placements	450	503	112%
Job Search Assistance	570	516	91%
Work Experience	380	399	105%
Remedial Education	130	111	85%
Job Plus	100	97	97%
Classroom Training	75	81	108%
OJT/Grant Diversion	55	50	91%

Wicomico County (BET)

Category	Planned Level	Actual Level	Percent of Plan
OVERALL			
Enrollments	1000	899	90%
Job Placements	400	403	101%
Job Search Assistance/PET	500	407	81%
Work Experience	225	172	76%
Skills Training	140	206	147%
OJT/Grant Diversion	55	53	96%

OPTIONS GRANT DIVERSION/OJT PLACEMENTS

Training Wages

JOBS	WAGE	MALE	FEMALE
Protective Officer (2)	$6.40	1	1
Graphics Production Trainee	5.00		1
Slitter Operator Trainee	5.00	1	
Office Assistant Trainee (2)	5.00		2
Manager Trainee	4.75		1
Manager Trainee	4.75	1	
Bookkeeper TRainee (3)	4.50		3
Inventory Control Trainee (2)	4.00	2	
Carburetor Rebuilder Trainee (2)	4.00	2	
Office Manager Trainee (2)	4.00		2
Drum Operator Trainee	4.00	1	
General Office Clerk Trainee (2)	4.00		2
Dental Assistant Trainee	4.00	1	
Quality Control Inspector Trainee (2)	4.00	1	1
Engraver Trainee	4.00		1
Carpet Cleaner Trainee (2)	4.00	2	
Sewing Machine Operator Trainee (4)	4.00		4
Data Entry Trainee	4.00		1
Administrative Assistant Trainee	4.00		1
General Factory Worker Trainee (5)	4.00		5
Router Operator Trainee (2)	4.00		2
Baker's Helper Trainee	4.00	1	
Floral Arranger Trainee	4.00		1
General Factory Worker Trainee (5)	3.50		5

N=46

Average wage = 4.20

Average wage for men = 4.32

Average wage for women = 4.16

BET GRANT DIVERSION/OJT PLACEMENTS

Training Wages

JOBS	WAGE	MALE	FEMALE
Lens Grinder	**$3.35**		**1**
Project Director (2)	**7.39**	**1**	**1**
Electronics Assembler	**3.50**	**1**	
Taxicab Starter	**3.35**		**1**
Doughnut Icer	**3.35**		**1**
Cashier Checker (9)	3.60		9
Reproduction Technician (2)	3.75		2
Vault Maker	3.50	1	
House Cleaner	3.35		1
Roofer	4.50	1	
Receptionist	3.35		1
Cook (2)	4.00		2
Food Service Worker	3.35		1
Cook's Helper	3.35	1	
Short Order Cook	3.50		1
Machine Operator	5.00	1	
Plumber's Apprentice	4.00	1	
Teacher's Aide	3.40		1
Upholstery Sewer	3.80		1
Electricians Apprentice	4.00	1	
Laundry Worker	3.35		1
Kitchen Worker	3.35		1

Average Wage = 3.88

Average wage for men = 4.41

Average wage for women = 3.70

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